

# UNC women seek new awareness

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Feature Writer

Are men still considered more equal than women in Chapel Hill? Several women's leaders think so and have worked this year to end sex discrimination and organize women's activities on the UNC campus.

The Faculty Council Committee on the Status of Women has recommended the end of job discrimination at the faculty level.

The University Women for Affirmative Action (UWAA) organized women in all university positions (faculty, staff, and students) to work for equal rights and equal opportunity within the university.

The Association of Women Students is publishing "SHE", a women's magazine.

The Pan-Hellenic Council gives a cocktail party for women faculty members to open communication between students and faculty.

Statistics which lend credence to the fears that women are a disadvantaged group at UNC were recently reported by UNC's Committee on the Role and Status of Women. The report used "comparisons (of) the non-voting faculty, academic rank in the voting faculty, availability of women in different fields and median salaries" to demonstrate that male faculty members are consistently favored.

The Chapel Hill Faculty Council adopted the recommendations of the committee. These included:

- Distribution in hiring by the Chancellor's office in order that there should be no discrimination on the basis of sex within the University in terms or conditions of employment.

- In making new appointments, departments and schools should actively seek women candidates, without regard to any consideration based on sex.

- A review should be made of the salary, rank, work load and departmental opportunity of every female member of the teaching staff to assure equity with males of equivalent duties and accomplishments.

- Any discrepancies in fringe benefits due to sex should be eliminated. The university maternity leave policy should be specifically equated with other short-term leaves of absence.

"I am happy with what was said in the committee's report," said Dr. Barbara Schnorrenberg, "however, there is not much the faculty council can do toward the implementation of these recommendations."

An outline of the Affirmative Action Program (to eliminate sex discrimination within the University) has been submitted to the Department of HEW by the Chancellor's office. This program is required by Executive order through HEW.

Dr. Schnorrenberg is spokesman for University Women for Affirmative Action. Officially organized this semester, UWAA is a coalition of women including employees at all levels, faculty members, as well as undergraduate and graduate women.

"UWAA grew out of an information gathering process for the Schopler committee (Committee on the Role and Status of Women)," explained Dr. Schnorrenberg. "It was organized in March."

"Activities this year have been limited to organization and information gathering," said UWAA member Dr. Paula Goldsmid. "We did research and interviewed faculty members for the Affirmative Action Program plans. We just haven't been organized long enough to do anything else."

Undergraduate women are a subgroup of UWAA. The Association of Women Students is represented in this category.

Amelia Bellows, chairperson for AWS, said that one problem AWS faces is the general disinterest on the part of undergraduate women to organize as a group.

"Participation in AWS hasn't been too

great this past year," Bellows said. "I don't think women here on campus think of themselves or identify themselves as a minority group. They don't see the power they could have within the university system as a group."

To help generate interest, Bellows suggested, "Women need to be aware of the different activities available and the people who are involved on campus."

AWS is currently publishing a women's magazine, "SHE", to fill this information gap. "She is not something you could label 'women's lib'," said Bellows. She feels that this approach would alienate a lot of women.

The first issue was financed by AWS, but Bellows hopes to get funds from the Campus Governing Council next year. She expressed doubt that CGC would appropriate the money however.

"A lot of people don't see the purpose in organizing minority groups, so we don't get the money we need," Bellows explained. "The women's movement is in the situation of a lot of other groups — they talk a lot and do little."

"Another obstacle to organization is the antiquated ideas of a lot of males about 'uppity' women. Consequently the girls don't want to be labeled 'women's libbers'," she commented.

"How do you escape the ideal of the Southern belle?" asked Bellows, a Southerner herself. She suggested the hiring of more female professors as alternative models of the successful woman.

"Until women as a group can 'get their heads together', there is a definite need for us to remain separate in our organization," she concluded.

AWS is currently planning a festival on the roles of women to be held next year. Included will be speakers, panels and discussion groups dealing with women in business, athletics, the arts, and politics.

The sororities are also working to improve communication channels among women on campus. "The women faculty had never been recognized as a group by the Pan Hellenic Council," said Council president Jo Anne Beers. "A cocktail party we sponsored gave faculty as well as sisters an opportunity to talk with each other."

Beers does not find the same problems in sorority organization that plague AWS: "Interest in sororities is building. Girls see it as an alternative living situation."

"We also emphasize individual involvement in campus and community activities," Beers said. "Sorority life offers the push a lot of girls need to

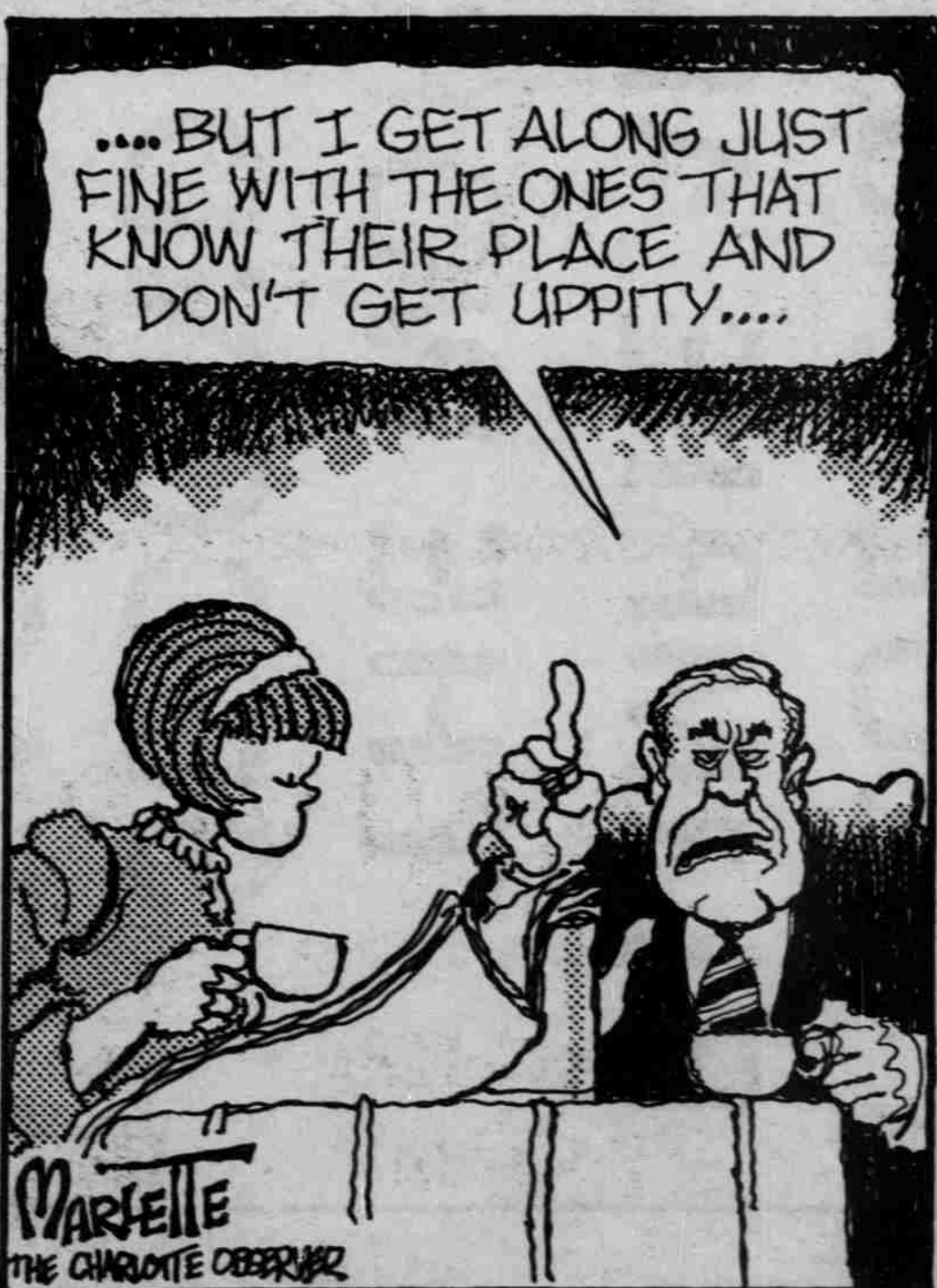
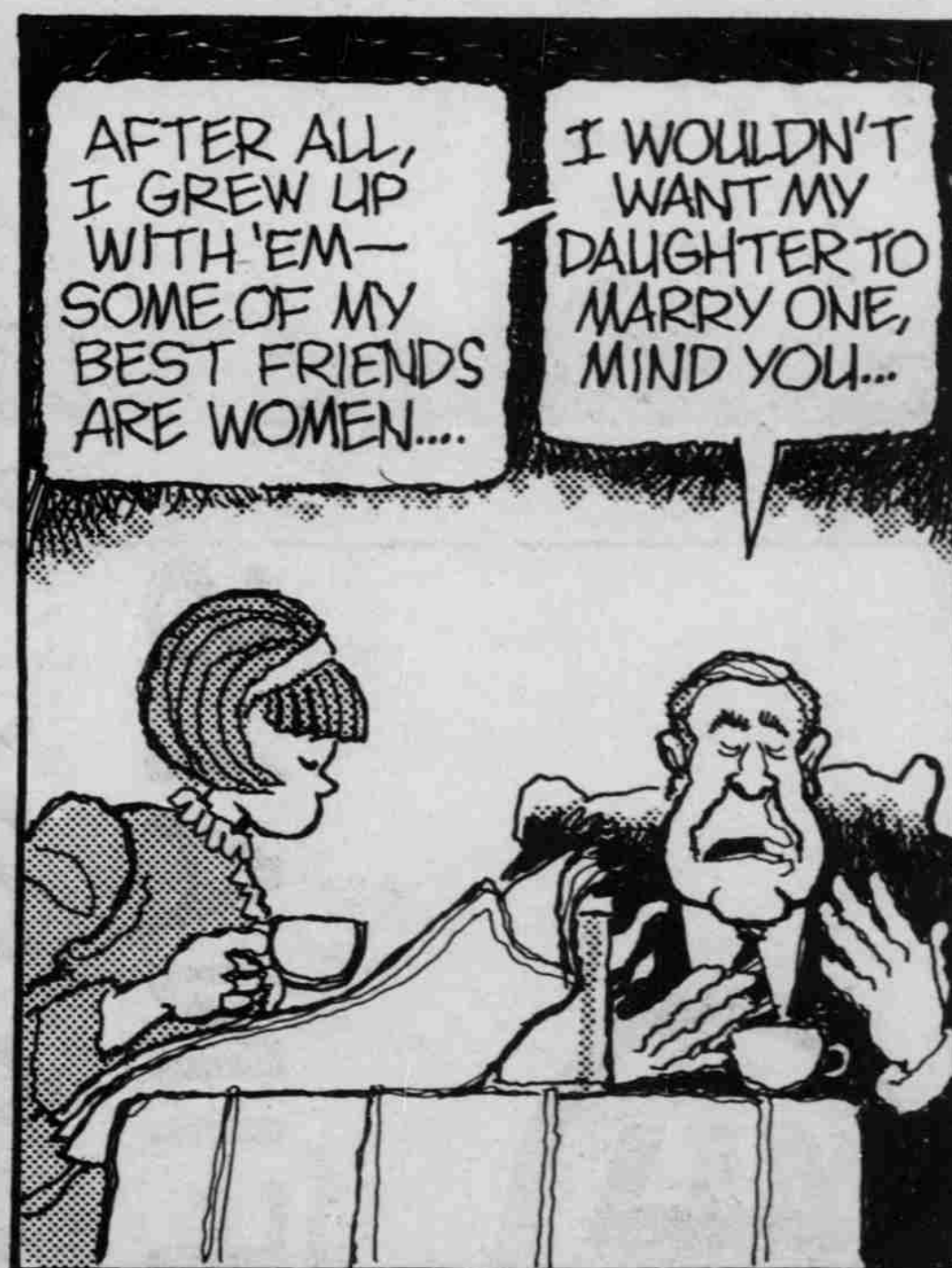
become involved with outside interests, plus a chance to assume leadership roles."

Advantages of "house" living that Beers emphasized include "a sense of 'belonging' — having a place where you can go and talk with other women." However, she feels that the members identify themselves with a sorority rather than with women as a minority groups.

Dean Katherine Carmichael also agreed that "There simply is not a group identity among campus women." This phenomenon is manifested in the way in which Dean Carmichael votes. "I am interested when I see a woman's name on the ballot, but I will vote for the best qualified candidate, regardless of sex."

Commenting on the obstacles women must face in the professions Carmichael said, "If I sit back and disclaim my ability to achieve because of my femininity, I'm unworthy of being termed an educated woman."

She did however admit that often the informal channels for gaining promotion — such as the traditional executive golf match — are denied women. "These channels are very significant for success in the businesses and professions." But she concluded, "I'd much rather be up and doing rather than complaining about inequities."



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